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May 19, 2019

To Whom It May Concern:

This letter is in support of Carl for his interest in securing an administrative position commensurate with his training and experience.

Mr. Beach was a member of the Learning Leadership Team at ASW from 2016 to 2019 and was responsible for DP coordination for grades 9 to 12 as well as other administrative duties. Our program includes a comprehensive international school curriculum with a strong record of accomplishment for DP implementation.

In the time that I worked with Carl, I was impressed with his knowledge of instructional skills and the degree to which he brings dynamic leadership, insight, and high expectations to each classroom through his effective mentoring of staff under the Diploma Programme and the associated standards and practices. He was, however, much more than just a division coordinator, but also a source of insight and collaboration through his role as a member of a larger leadership team in collaboration with other coordinators and department directors. Carl was a key player in extending our academic foundation in this growing school and has good insight into curriculum materials and instructional practices. He was instrumental in his partnership that saw the introduction and authorization of the PYP and MYP, making ASW a continuum school under the IB. Mr. Beach is also very capable at managing multiple learning settings with students and adults across a broad spectrum of needs whether in the classroom, through staff development, or in the committee room.

The following are some highlights of Carl's accomplishments and activities with ASW:

- Refreshed our approaches to the DP and increased participation in the full IB Diploma year on year.
- Refreshed our processes associated with the Extended Essay and was a key participant in setting the standards for Theory of Knowledge.
- Was an effective presenter for parents and students, helping them to make critical decisions in their programme related decisions.
- Worked with all aspects of school culture and supervision including interactions with parents, students, and teachers.



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Carl is a “hands on” administrator that has demonstrated effective leadership in a diverse and challenging environment. All elements of the DP and other areas under his authority were effectively marshaled toward expanding our understanding of the mission and vision of the school – and uncovering the alignment between our core values and the inherent attitudes of the DP.

I can only offer my wholehearted support to Carl’s goals to move into expanding leadership positions including Principal and beyond. His voice and vision will bring focus and accomplishment to his next professional position. I continue to be one of Carl’s mentor and most ardent advocate in this regard.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jon P. Zurfluh".

Jon P. Zurfluh
Director